

Culture of Respect Leadership Council

Charge: The purpose of the Culture of Respect Leadership Council is to guide and support the university's ongoing responsibilities to assure trauma-informed and equity-minded policies, practices, and procedures for the prevention and handling of gender-based violence.

Functions: The composition of the Culture of Respect Leadership Council is intentionally designed to bring together individuals with direct functional responsibility in the university's gender-based violence prevention and handling responsibilities with shared governance leaders to:

- **Create a community of shared learning, reflection, and organizational growth:** To take a birds-eye view of each represented entity's strengths, challenges, and opportunities for growth in nurturing a learner mindset to reinforce policy, practice, and procedure related to the trauma-informed and equity-minded prevention and handling of gender-based violence—and to apply the same approach about the university as a whole.
- **Facilitate a strategic and intentional approach in building a culture of accountability:** To advise leadership, university departments, and shared governance groups on key areas of evaluation as it relates to the institution's growth in preventing and addressing gender-based violence. Leveraging its birds-eye-view role on gender-based violence prevention, the Culture of Respect Leadership Council holds responsibility to evaluate department-level and university-wide adoption of recommendations derived from work groups, action-focused climate study committees, and shared governance group initiatives. The Council then consults with university entities and advises leadership on strengths, challenges, and opportunities for further growth.
- **Foster growth and organizational change:** To provide guidance and assistance to the university community on the adaptation of current-state policies, practices, and procedures to instill high-impact practices throughout the institution's comprehensive responsibilities related to gender-based violence prevention and handling.

Tasks (2023-24)

- Monitor and provide technical assistance on the implementation of the CWU Safe Work Group Recommendations.
- Develop the Council's charter documents, including the council structure and by-laws.

- Prepare for an action-focused climate study to take place during the 2024-25 academic year that will produce recommendations for additional action in the 2025-26 academic year and beyond.
- Identify partners at CWU to remove bias within existing university training, investigations, adjudication, and outcomes to support minoritized communities and uphold the rights of all parties.
- Coordinate with the Registrar, Faculty Senate, Civil Rights and Compliance Office, and other pertinent parties to explore ways in which undue negative impacts on complainants going through the Title IX and discrimination and grievance processes can be lessened.
- Explore the development of resources, guidance, and incentives for faculty to incorporate gender-based violence prevention responses in curriculum and high-impact co-curricular practices such as service learning and undergraduate and graduate research opportunities. Additionally, the Council will work with Faculty Senate on possible gender-based violence prevention and response modules that can be shared across courses and disciplines. Additionally, the Council will work with Faculty Senate on possible gender-based violence prevention and response modules that can be shared across courses and disciplines.
- Create a timeline for the implementation of all other CWU Safe Recommendations, including especially the evaluation and creation of new, mandated training opportunities and requirements and the formal integration of those requirements in university policy as outlined in the CWU Safe Recommendations.

Culture of Respect Leadership Council Membership (2023-24)

Functional Area	Representative
Health Promotion	Marissa Howat
Human Resources	Staci Sleight-Layman*
Civil Rights/Compliance	John MacArthur
ASCWU	Malik Cantú
Classified Employee Council	Josie Rollins
Exempt Employee Association	Col’Lette Gauvin
Faculty Senate	Andrea Eklund
University Police	Jason Berthon-Koch
Diversity Office	Lucinda Carnell
Housing and Residence Life	Tricia Rabel
Student Rights and Responsibilities	Joey Bryant
Athletics	Laura Nicolai
Diversity and Equity Center	Mal Stewman
CWU Sites and Centers	Mishel Kuch

*Denotes the Council chair for the academic year; the chair responsibility rotates between the Direct of Health Promotion, AVP for Human Resource Services, and the Director of Civil Rights and Compliance.